

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-300475	8/1/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer MultiCare Deaconess Hospital		b. Tel. No. 253-403-1260
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 800 W 5th Ave Spokane, WA 99204	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@multicare.org
		h. Number of workers employed 669

i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Healthcare
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The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

See attached.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

SEIU Healthcare 1199NW

4a. Address (Street and number, city, state, and ZIP code) 15 S Grady Way Suite 200 Renton, WA 98057	4b. Tel. No. 425-917-1199
	4c. Cell No. 425-919-7271
	4d. Fax No. 425-917-9707
	4e. e-mail laurelw@seiu1199nw.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

(b) (6), (b) (7)(C) I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)
ntative or person making charge)(b) (6), (b) (7)(C)
(Print/type name and title or office, if any)Tel. No.
425-917-1199Office, if any, Cell No.
(b) (6), (b) (7)(C)Fax No.
425-917-9707e-mail
(b) (6), (b) (7)(C)@seiu1199nw.org

Address 15 S Grady Way Suite 200 Renton, WA 98057 Date 8/1/2022

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

In the last six months, the employer violated the Act when it retaliated against Union member (b) (6), (b) (7)(C) based on (b) (6), protected concerted activities. (b) (6), (b) (7)(C) was engaged with the majority of coworkers in (b) (6), department in raising shared concerns about the leadership of their department. In retaliation for (b) (6), visible role in raising up these concerns, management alleged (b) (6) had been fostering discord in (b) (6), department and removed (b) (6), (b) (7)(C) from (b) (6), (b) (7)(C) position and removed (b) (6), (b) (7)(C) role, both of which had financial consequence. (b) (6), (b) (7)(C) was also disciplined, specifically for a purported violation of the employer's Non-Retaliation policy, based on conversations (b) (6) had with individuals outside the Employer's organization, which conversations revealed management had made false claims about the impact of (b) (6), conduct.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-300487	Date Filed 8/1/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Catapult NW		b. Tel. No. 206-649-5224
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 3405 Lind Ave SW Renton, WA 98057	(b) (6), (b) (7)(C) ntative	g. e-mail support@catapultnw.com
		h. Number of workers employed Approx 25
i. Type of Establishment (factory, mine, wholesaler, etc.) warehouse	j. Identify principal product or service food distribution	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

During the past six months, the above-named employer, by its agents and supervisors, restrained, coerced and interfered with employees in their exercise of Section 7 rights by threatening to enforce every rule strictly because employees complained about their terms and conditions of employment and by making new rules about access to the warehouse during and after employees' shifts.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
UNITE HERE Local 8

4a. Address (Street and number, city, state, and ZIP code) 19415 International Boulevard, Suite 313 SeaTac, WA 98188	4b. Tel. No. 206-728-2326
	4c. Cell No.
	4d. Fax No. 206-728-9772
	4e. e-mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
UNITE HERE International Union**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Kristin L. Martin, Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

McCracken, Stemerman & Holsberry, LLP

475 14th Street, Suite 1200

Address Oakland, CA 94612

Date August 1, 2022

Tel. No.
415-597-7200

Office, if any, Cell No.

Fax No.
415-597-7201e-mail
klm@msh.law**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

FIRST AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-300487Date Filed
10/7/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Catapult NW		b. Tel. No. 206-649-5224
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 3405 Lind Ave SW Renton, WA 98057	(b) (6), (b) (7)(C) ntative	g. e-mail support@catapultnw.com
		h. Number of workers employed Approx 25
i. Type of Establishment (factory, mine, wholesaler, etc.) warehouse	j. Identify principal product or service food distribution	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, the above-named Employer: 1) Threatened to enforce rules more strictly because employees engaged in union and/or protected concerted activity; 2) Impliedly threatened employees with discharge because they engaged in union and/or protected concerted activity; 3) Promulgated new rules because employees engaged in union and/or protected concerted activity including by prohibiting employees from having cell phones on the warehouse floor, eliminating a grace period for clocking in, banning drivers from accessing the warehouse during non-work hours and eliminating certain scheduling flexibility for drivers; 4) Installed cameras in drivers' vehicles because employees engaged in union and/or protected concerted activity; and 5) Discharged employee (b) (6), (b) (7)(C) because (b) (6) engaged in union and/or protected concerted activity.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
UNITE HERE Local 8

4a. Address (Street and number, city, state, and ZIP code) 19415 International Boulevard, Suite 313 SeaTac, WA 98188	4b. Tel. No. 206-728-2326
	4c. Cell No.
	4d. Fax No. 206-728-9772
	4e. e-mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
UNITE HERE International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Kristin L. Martin, Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

McCracken, Stemerman & Holsberry, LLP

475 14th Street, Suite 1200

Address Oakland, CA 94612

Date October 7, 2022

Tel. No.
415-597-7200

Office, if any, Cell No.

Fax No.
415-597-7201e-mail
klm@msh.lawWILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
SECOND AMENDED CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**Case
19-CA-300487Date Filed
11/14/2022**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Catapult NW		b. Tel. No. 206-649-5224
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 3405 Lind Ave SW Renton, WA 98057	(b) (6), (b) (7)(C) ntative	g. e-mail support@catapultnw.com
		h. Number of workers employed Approx 25
i. Type of Establishment (factory, mine, wholesaler, etc.) warehouse	j. Identify principal product or service food distribution	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, the above-named Employer: 1) Threatened to enforce rules more strictly because employees engaged in union and/or protected concerted activity; 2) Impliedly threatened employees with discharge because they engaged in union and/or protected concerted activity; 3) Promulgated new rules because employees engaged in union and/or protected concerted activity including by prohibiting employees from having cell phones on the warehouse floor, eliminating a grace period for clocking in, banning drivers from accessing the warehouse during non-work hours and eliminating certain scheduling flexibility for drivers; 4) Installed cameras in drivers' vehicles because employees engaged in union and/or protected concerted activity; and 5) Discharged employee (b) (6), (b) (7)(C) because (b) (6) engaged in union and/or protected concerted activity.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
UNITE HERE Local 8

4a. Address (Street and number, city, state, and ZIP code) 19415 International Boulevard, Suite 313 SeaTac, WA 98188	4b. Tel. No. 206-728-2326
	4c. Cell No.
	4d. Fax No. 206-728-9772
	4e. e-mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
UNITE HERE International Union**6. DECLARATION**

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

Kristin L. Martin, Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

McCracken, Stemerman & Holsberry, LLP

475 14th Street, Suite 1200

Address Oakland, CA 94612

Date November 14, 2022

Tel. No.
415-597-7200

Office, if any, Cell No.

Fax No.
415-597-7201e-mail
klm@msh.law**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-300542	8/1/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Zullee (Kabob House)		b. Tel. No. (509) 426-8347
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 2706 Nob Hill Blvd Suite 103 WA Yakima 98902	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail
		h. Number of workers employed 15
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service Fast casual Mediterranean restaurant	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 1 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) rty filing charge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Gabriel Gutierrez
Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

507 W Chestnut Ave

Address Yakima WA 98902

Date 08/01/2022 01:52:59 PM

Tel. No.
(509) 557-0587

Office, if any, Cell No.

Fax No.

e-mail
ggutierrez@fairworkcenter.org**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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Basis of the Charge

8(a)(1)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, discussing wages and/or other terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee discharged	Approximate date of discharge
(b) (6), (b) (7)(C)	(b) (6), (b) (7) /2022

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

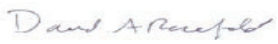
DO NOT WRITE IN THIS SPACE

Case 19-CA-300635

Date Filed 8/2/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the Region in which the alleged unfair labor practice occurred or is occurring

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Franciscan Medical Group		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No. (b) (6), (b) (7)(C)
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 2420 S State St Stop 20-15, Tacoma, WA 98405	e. Employer Representative (b) (6), (b) (7)(C)	g. e-Mail (b) (6), (b) (7)(C) @commonspirit.org
		h. Number of workers employed 20+
i. Type of Establishment (factory, mine, wholesaler, etc.) Medical Facility	. Identify principal product or service Medical Care Facility	
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce with the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act..		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six months the above-named employer has terminated a member of the bargaining unit on account of its union and/or protected activity		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Union of American Physicians and Dentists		
4a. Address (Street and number, city, state, and ZIP code) 520 Capital Mall, Suite 220 Sacramento, CA 95814		4b. Tel. No. (916) 442-6977253
		4c. Cell No. (909) 408-0445
		4d. Fax No.
		4e. e-Mail rflores@uapd.com
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) American Federation of State, County, and Municipal Employees AFL-CIO		
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  (signature of representative or person making charge)		Tel. No. (510) 337-1001
		Office, if any, Cell No.
		Fax No. (510) 377-1023
Address: Weinberg, Roger & Rosenfeld 1375 55th Street Emeryville, CA 94608		e-Mail nlrbnotices@unioncounsel.net drosenfeld@unioncounsel.net
		August 2, 2022 (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-300663	Date Filed 8/2/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 3625 Broadway Everett, WA 98201	e. Employer Representative Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
		h. Number of workers employed approx. 29
		i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop
j. Identify principal product or service Food and Beverage		

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, the Employer engaged in unlawful direct dealing and failed to bargain when it announced it would close the store three hours early for the next three weeks without first bargaining with the Union and asked each worker, without a Union representative, whether they consented to the hours change.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22 nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Barnard Iglitzin & Lavitt LLP

18 West Mercer St., Ste. 400

Address Seattle, WA 98119

Marina Multhaup, Attorney

(Print/type name and title or office, if any)

Date 08/02/2022

Tel. No. (206) 257-6001
Office, if any, Cell No.
Fax No. (206) 378-4132
e-mail multhaup@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**AMENDED CHARGE AGAINST
EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 19-CA-300663	Date Filed 12/2/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 3625 Broadway Everett, WA 98201	e. Employer Representative Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
		h. Number of workers employed approx. 29
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, on about July 25, July 29, and July 30, 2022, the Employer announced that it would be changing the operating hours of the 37th & Broadway store where the Union is certified, and, on about August 1 and 8, 2022, unilaterally implemented these changes, adjusting the hours of work and work schedules of unionized baristas and shift supervisors without notice to the Union or an opportunity to bargain.

In addition, beginning on about July 31, 2022, the Employer, through **(b) (6), (b) (7)(C)**, engaged in unlawful direct dealing when it asked each worker, without a Union representative present, whether they consented to the proposed hours changes.

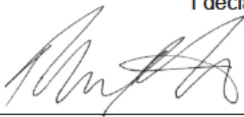
Also, within the last six months, the Employer has failed and refused to provide the Union with relevant information it requested on about August 2, 2022, pertaining to these changes to the store's operating hours.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)**Workers United**

4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**Service Employees International Union****6. DECLARATION**

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



(signature of representative or person making charge)

**Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400**
Address **Seattle, WA 98119****Marina Multhaup, Attorney**

(Print/type name and title or office, if any)

Date **12/02/2022**
 Tel. No.
(206) 257-6001

Office, if any, Cell No.

 Fax No.
(206) 378-4132

 e-mail
multhaup@workerlaw.com

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-300781Date Filed
8/3/2022**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer USPS		b. Tel. No. (509) 225-1389
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 205 W Washington Ave WA Yakima 98909	e. Employer Representative USPS	g. e-mail
		h. Number of workers employed 200
i. Type of Establishment (factory, mine, wholesaler, etc.) Others	j. Identify principal product or service USPS	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) party filing charge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

of representative or person making charge)_____
(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

Date 08/03/2022 11:14:21 PM

Tel. No.
(b) (6), (b) (7)(C)Office, if any, Cell No.
(b) (6), (b) (7)(C)

Fax No.

e-mail
(b) (6), (b) (7)(C)**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(3)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) joined or supported a labor organization and in order to discourage union activities and/or membership.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	Suspension	(b) (6), (b) (7) 2022

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-300786	Date Filed 8/4/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Garden Cycles LLC		b. Tel. No. (206) 650-9807
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 7016 18 th Ave SW, Seattle, WA 98106-5100	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail gardencycles@hotmail.com
		h. Number of workers employed 18
i. Type of Establishment (factory, mine, wholesaler, etc.) Maintenance	j. Identify principal product or service Landscaping	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, the Employer has violated the Act by:

- Retaliating against (b) (6), (b) (7)(C) by reducing the number of hours (b) (6) is assigned.
- Retaliating against (b) (6), (b) (7)(C) by reducing the number of hours (b) (6) is assigned.
- Refusing to furnish information the union requested regarding the company's financials.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Laborers International Union of North (LIUNA) Local 242

4a. Address (Street and number, city, state, and ZIP code) 22323 Pacific Hwy S Des Moines, WA 98198	4b. Tel. No. (206) 442 0470
	4c. Cell No.
	4d. Fax No.
	4e. e-mail jball@nwlaborers.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Laborers International Union of North (LIUNA)

6. DECLARATION

I declare that I have read the above charge and that the statements are true
to the best of my knowledge and belief.

(signature of representative or person making charge)

Danielle Franco-Malone, Attorney

(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400
Address Seattle, WA 98119

Date 08/04/2022

Tel. No.
(206) 257-6011

Office, if any, Cell No.

Fax No. 2
(206) 378-4132e-mail
franco@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

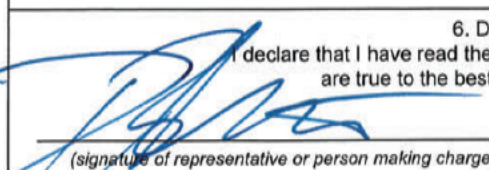
Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-300790	Date Filed 8/4/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Lamb Weston	b. Tel. No. (b) (6), (b) (7)(C)
	c. Cell No.
	f. Fax No. 509-736-2181
d. Address (Street, city, state, and ZIP code) 960 N. Glade Road Pasco, WA 99301	e. Employer Representative (b) (6), (b) (7)(C)
	g. e-mail (b) (6), (b) (7)(C)@lambweston.com
	h. Number of workers employed 550
i. Type of Establishment (factory, mine, wholesaler, etc.) Processing Plant	j. Identify principal product or service Potatoes
<p>The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p>	
<p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past 6 months, the above-named employer unilaterally changed the terms and conditions of the Wellness program for bargaining unit employees without notice to the union and without providing the union an opportunity to bargain.</p>	
<p>3. Full name of party filing charge (if labor organization, give full name, including local name and number) Teamsters Local Union No. 839</p>	
4a. Address (Street and number, city, state, and ZIP code) David Ballew Reid McCarthy Ballew & Leahy, LLP 100 W. Harrison Street, Suite N-300 Seattle, WA 98119	<p>4b. Tel. No. 206-285-3610</p> <p>4c. Cell No.</p> <p>4d. Fax No.</p> <p>4e. e-mail david@rmbllaw.com</p>
<p>5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)</p>	
<p>6. DECLARATION</p> <p>I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.</p> <p> (signature of representative or person making charge)</p> <p>David Ballew, Attorney for Local 839 (Print/type name and title or office, if any)</p> <p>Address <u>100 W. Harrison St., Ste N300, Seattle, WA 98119</u> Date <u>08-04-22</u></p>	
<p>Tel. No. 206-285-3610</p> <p>Office, if any, Cell No.</p> <p>Fax No. 206-285-8925</p> <p>e-mail david@rmbllaw.com</p>	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-300853	Date Filed 8/5/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Kaiser Permanente of Washington		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 5615 W Sunset Hwy Spokane, WA 99224	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@kp.org
		h. Number of workers employed 3,000
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Healthcare	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

In the past six months, the employer has violated the Act by refusing to provide information the Union requested in order to represent its members. The Union has made several requests for the same information, beginning in late April 2022. It has provided an explanation as to the relevance of the requested information. Yet the Employer continues to refuse to provide the information.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

SEIU Healthcare 1199NW

4a. Address (Street and number, city, state, and ZIP code)

15 S Grady Way Suite 200
Renton, WA 98057

4b. Tel. No.

425-917-1199

4c. Cell No.

425-919-7271

4d. Fax No.

425-917-9707

4e. e-mail

laurelw@seiu1199nw.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(Print/type name and title or office, if any)

(Print/type name and title or office, if any)

Tel. No.

425-917-1199

Office, if any, Cell No.

(b) (6), (b) (7)(C)

Fax No.

425-917-9707

e-mail

(b) (6), (b) (7)(C)@seiu1199nw.org

Address 15 S Grady Way Suite 200 Renton, WA 98057 Date 8/5/2022

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-300940	Date Filed 8/5/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Whitman County Humane Society		b. Tel. No. (509) 332-3422
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 1340 Old Moscow Road Pullman, WA 99163	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C) @whitmanpets.org
		h. Number of workers employed 7
i. Type of Establishment (factory, mine, wholesaler, etc.) pet shelter	j. Identify principal product or service animal services	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, the above-named Employer has been retaliating against and/or prohibiting communication among the employees and the public in retaliation for the employees engaging in protected concerted activities and/or to prevent further protected concerted activities among the staff.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

(b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

4e. e-mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

(b) (6), (b) (7)(C)

6. DECLARATION

I declare the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C), an individual

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-mail

(b) (6), (b) (7)(C)

(signature)

charge)

(Print/type name and title or office, if any)

Address

(b) (6), (b) (7)(C)

Date

8/5/22

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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FORM NLRB-501
(3-21)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-300996	Date Filed 8/9/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer STONEWAY CONCRETE	b. Tel. No. 206 762-9125
	c. Cell No. (b) (6), (b) (7)(C)
	f. Fax. No. 425 228-4924
d. Address (Street, city, state, and ZIP code) 9125 10th Ave. S. Seattle, WA 98101	e. Employer Representative (b) (6), (b) (7)(C)
	g. e-mail (b) (6), (b) (7)(C) @stonewayconcrete.com
	h. Number of workers employed 57
i. Type of Establishment (factory, mine, wholesaler, etc.) Manufacture	j. Identify principal product or service Concrete
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) Section 7 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Company refuses to provide information requested	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Teamsters Local No. 174	
4a. Address (Street and number, city, state, and ZIP code) 14675 Interurban Ave. S. # 303 Tukwila, WA 98108	4b. Tel. No. 206 441-6060
	4c. Cell No. 206 948-7166
	4d. Fax No. 206 441-4853
	4e. e-mail mnewgent@teamsters174.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) International Brotherhood of Teamsters Local Union No. 174	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
Marge Newgent (signature of representative or person making charge)	Marge Newgent (Print type name and title or office, if any)
14675 interurban Ave. S. Tukwila, Wa 98168 Address	8/8/2022 Date
	Tel. No. 800-221-9952
	Office, if any, Cell No. 206 441-6060
	Fax No. 206 441-4853
	e-mail mnewgent@teamsters174.org

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solidification of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-301021

Date Filed

8/8/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Aston Carter / Nintendo		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 4900 150th Ave NE WA Redmond 98052	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@noa.nintendo.com
		h. Number of workers employed 50
i. Type of Establishment (factory, mine, wholesaler, etc.) Software & Programming	j. Identify principal product or service Video game software development	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 1 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) of party filing charge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

Date 08/07/2022 12:37:51 PM

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-mail

(b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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Basis of the Charge

8(a)(1)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, protesting terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee discharged	Approximate date of discharge
(b) (6), (b) (7)(C)	(b) (6), (b) (7) /2022

8(a)(1)


Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by maintaining work rules that prohibit employees from discussing wages, hours, or other terms or conditions of employment.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-301034	Date Filed 8/9/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Stoneway Concrete	b. Tel. No. 425 266 1000
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 9125 10 th Avenue S Seattle, WA 98108	e. Employer Representative (b) (6), (b) (7)(C)
	g. e-mail (b) (6), (b) (7)(C)@stonewayconcrete.com
	h. Number of workers employed 39
i. Type of Establishment (factory, mine, wholesaler, etc.) Construction—Supplies and Fixtures	j. Identify principal product or service Concrete
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six months, and specifically since approximately March 24, 2022, the Employer has violated the Act by, among other things, engaging in surveillance of employees engaged in protected activities and by retaliating against an employee who was engaged in protected activity due to their protected activity.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) General Teamsters Local Union #174	
4a. Address (Street and number, city, state, and ZIP code) 14675 Interurban Ave S Tukwila, WA 98168	4b. Tel. No. 206 441 7470
	4c. Cell No.
	4d. Fax No.
	4e. e-mail
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) International Brotherhood of Teamsters	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
 (signature of representative or person making charge)	
Gabe Frumkin, Attorney (Print/type name and title or office, if any)	
Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address Seattle, WA 98119	
Date 08/09/2022	
Tel. No. 206 257 6012	
Office, if any, Cell No.	
Fax No. 206 378 4132	
e-mail Frumkin@workerlaw.com	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-301067

Date Filed

8/9/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer MultiCare - Capital Medical Center		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 3900 Capital Mall Dr. SW WA Olympia 98502	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@multicare.org
		h. Number of workers employed 2059
i. Type of Establishment (factory, mine, wholesaler, etc.) Healthcare	j. Identify principal product or service Healthcare	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 1 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Daniel Cobb

United Food and Commercial Workers Union Local 3000

4a. Address (Street and number, city, state, and ZIP code) 5030 1st Ave South WA Seattle 98134	4b. Tel. No. (206) 436-0210
	4c. Cell No.
	4d. Fax No.
	4e. e-mail dcobb@ufcw3000.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

Aaron Streepy
Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

4218 227th Ave Ct. East

Address Buckley WA 98321

Date 08/09/2022 02:05:19 PM

Tel. No.

(253) 528-0278

Office, if any, Cell No.

Fax No.

e-mail

aaron@streepylaw.com

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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Basis of the Charge

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by interrogating employees about their union activities.

Name of Employer's Agent/Representative who made the statement	Approximate date
(b) (6), (b) (7)(C)	07/14/2022
(b) (6), (b) (7)(C)	07/14/2022

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
AMENDED
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-301067	9/20/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer MultiCare - Capital Medical Center		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 3900 Capital Mall Dr. SW Olympia, WA 98502	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@multicare.o
		h. Number of workers employed 2059
i. Type of Establishment (factory, mine, wholesaler, etc.) Healthcare	j. Identify principal product or service Healthcare	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 1 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by interrogating employees about their union activities. Management (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) coerced an employee by stating that going to the Union was not the appropriate way to handle workplace issues, that whining was inappropriate and that the Union can't make management do anything.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

United Food and Commercial Workers Union, Local 3000

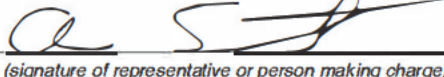
4a. Address (Street and number, city, state, and ZIP code) 5030 1st Ave South Seattle, WA 98134	4b. Tel. No. 206 436 0210
	4c. Cell No.
	4d. Fax No.
	4e. e-mail dcobb@ufcw3000.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

United Food and Commercial Workers International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.


(signature of representative or person making charge)

Aaron Streepy, Attorney

(Print/type name and title or office, if any)

Address 4218 227th Ave Court East, Buckley, WA 98321

Date 9-20-22

Tel. No. 253-528-0278
Office, if any, Cell No.
Fax No.
e-mail aaron@streepylaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-301073	Date Filed 8/9/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Multicare - Capital Medical Center		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 3900 Capital Mall Dr SW WA Olympia 98502	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@multicare.org
		h. Number of workers employed 2059
i. Type of Establishment (factory, mine, wholesaler, etc.) Healthcare	j. Identify principal product or service Healthcare	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 1 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Daniel Cobb

United Food and Commercial Workers Union Local 3000

4a. Address (Street and number, city, state, and ZIP code)5030 First Ave South Suite 200
WA Seattle 98134**4b. Tel. No.**

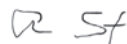
(206) 436-0210

4c. Cell No.**4d. Fax No.****4e. e-mail**

dcobb@ufcw3000.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**6. DECLARATION**

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

Aaron Streepy
Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

4218 227th Ave Ct East

Address Buckley WA 98321

Date 08/09/2022 02:11:07 PM

Tel. No.

(253) 528-0278

Office, if any, Cell No.**Fax No.****e-mail**

aaron@streepylaw.com

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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Basis of the Charge

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by denying an employee's request for union representation during an disciplinary investigation.

Approximate date representation was denied
--

(b) (6), (b) (7) /2022

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
AMENDED
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-301073	9/20/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer MultiCare - Capital Medical Center		b. Te. No. (b) (6), (b) (7)(C)
		c. Ce. No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 3900 Capital Mall Dr. SW Olympia, WA 98502	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@multicare.o
		h. Number of workers employed 2059
i. Type of Establishment (factory, mine, wholesaler, etc.) Healthcare	j. Identify principal product or service Healthcare	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 1, 3 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by denying an employee's request for union representation during a disciplinary investigation. The Employer retaliated and discriminated against the Employee for protected concerted Union activity (including raising safety concerns) by extending (b) (6) probationary period and by assigning (b) (6) more arduous tasks.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

United Food and Commercial Workers Union, Local 3000

4a. Address (Street and number, city, state, and ZIP code) 5030 1st Ave South Seattle, WA 98134	4b. Te. No. 206 436 0210
	4c. Ce. No.
	4d. Fax No.
	4e. e-mail dcobb@ufcw3000.org

5. Full name of national or international labor organization of which this is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

United Food and Commercial Workers International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Aaron Streepy, Attorney

(Print/type name and title or office if any)

Te. No.
253-528-0278

Office, if any, Ce. No.

Fax No.

e-mail
aaron@streepylaw.com

4218 227th Ave Court East, Buckley, WA 98321

Address

Date 9-20-22

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

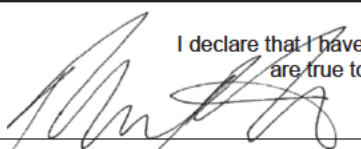
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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	19-CA-301179
Date Filed	8/11/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Starbucks Corporation	b. Tel. No. (206) 318-2212
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134 2344 Eastlake Ave E Seattle WA, 98102	e. Employer Representative Howard Schultz, CEO
	g. e-mail hschultz@starbucks.com
	h. Number of workers employed 15
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six months the Employer has interfered with and retaliated against unionized workers by throwing away union pins and materials and instructing workers that they cannot have union materials anywhere in the store, including in break areas, in violation of established past practice, without bargaining with the Union.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United	
4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22 nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  (signature of representative or person making charge) Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address Seattle, WA 98119	
Marina Multhaup, Attorney (Print/type name and title or office, if any)	
Tel. No. (206) 257-6001	
Office, if any, Cell No.	
Fax No. (206) 378-4132	
e-mail multhaup@workerlaw.com	
Date 08/11/2022	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**AMENDED CHARGE AGAINST
EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 19-CA-301179	Date Filed 10/17/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134 2344 Eastlake Ave E Seattle WA, 98102	e. Employer Representative Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
		h. Number of workers employed 15
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section **8(a), subsections (1)** of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

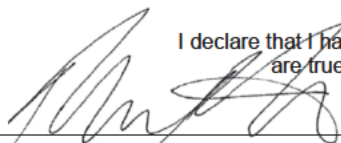
Within the past six months the Employer has interfered and retaliated against unionized workers by throwing away union pins and materials, instructing workers that they cannot have union materials anywhere in the store, including in breaks areas, and instructing workers that they cannot distribute union materials at any time in the store.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)**Workers United**

4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**Service Employees International Union****6. DECLARATION**

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.


Marina Multhaup, Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400
Address **Seattle, WA 98119**

Date **10/17/2022**

Tel. No. (206) 257-6001
Office, if any, Cell No.
Fax No. (206) 378-4132
e-mail multhaup@workerlaw.com

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

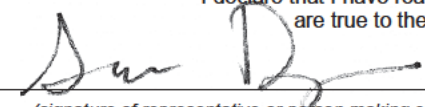
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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-301194	Date Filed 8/11/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Cornish College of the Arts	b. Tel. No. (b) (6), (b) (7)(C)
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 1000 Lenora St. Seattle, WA 98121	e. Employer Representative (b) (6), (b) (7)(C)
	g. e-mail (b) (6), (b) (7)(C)@cornish.edu
	h. Number of workers employed 11
i. Type of Establishment (factory, mine, wholesaler, etc.) College	j. Identify principal product or service Education
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)	
Within the last six months, and ongoing, the Employer has refused and is refusing to bargain in good faith with the Union by refusing to meet or to negotiate with the Union, and/or by placing unlawful preconditions on the recommencement of negotiations.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) International Alliance of Theatrical Stage Employees Local 15	
4a. Address (Street and number, city, state, and ZIP code) 5030 1st Ave S, Suite 204 Seattle, WA 98134	4b. Tel. No. 206-441-1515
	4c. Cell No.
	4d. Fax No.
	4e. e-mail
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts	
6. DECLARATION	
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
 (signature of representative or person making charge)	Sarah Derry, Attorney (Print/type name and title or office, if any)
Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address <u>Seattle, WA 98119</u>	Tel. No. 206-257-6021
	Office, if any, Cell No.
	Fax No. 206-378-4132
	e-mail derry@workerlaw.com
	Date <u>08/11/2022</u>

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-301316Date Filed
8/12/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer ProMedica Senior Care (formerly HCR manor care)		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 2811 NE 139th St WA Vancouver 98686	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C) promedica.org
		h. Number of workers employed 50
i. Type of Establishment (factory, mine, wholesaler, etc.) Healthcare Facilities	j. Identify principal product or service Short & Long-Term Individualized Health Services	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 1 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) of party filing charge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

Date 08/12/2022 06:30:52 PM

Tel. No.
(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-mail
(b) (6), (b) (7)(C)WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(1)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, protesting terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee discharged	Approximate date of discharge
(b) (6), (b) (7)(C)	(b) (6), (b) (7) /2022

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-301318	Date Filed 8/15/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Covington Post Office	b. Tel. No. 253-639-6833
	c. Cell No. (b) (6), (b) (7)(C)
	f. Fax No. unknown
d. Address (Street, city, state, and ZIP code) 17300 SE 270 PL Covington, WA 98042	e. Employer Representative (b) (6), (b) (7)(C)
	g. e-mail (b) (6), (b) (7)(C)@usps.gov
	h. Number of workers employed 50
i. Type of Establishment (factory, mine, wholesaler, etc.) Government	j. Identify principal product or service U S P S Mail facility
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Management has agreed to furnish information in a grievance settlement on the hours that a Rural Carrier is working in the City Craft. Union has requested that information several times since the settlement. This information is needed for the collective bargaining and the amount of harm done to City Carriers at this station. Union has also requested information required for the processing of grievances. These include; Clockrings for City Carriers going over work-hour limits, rosters of employed city carriers. The Union has had to process grievances without the Employer meeting with Union Representatives.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) National Association of Letter Carriers, Branch 2038	
4a. Address (Street and number, city, state, and ZIP code) P O Box 5575 Kent, WA 98064	4b. Tel. No. none
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No. none
	4e. e-mail Branch2038@gmail.com
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) National Association of Letter Carriers, Kent Branch 2038	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (signature of representative or person making charge) (Print/type name and title or office, if any)	
Tel. No. (b) (6), (b) (7)(C)	
Office, if any, Cell No. none	
Fax No. none	
e-mail (b) (6), (b) (7)(C)	
Address (b) (6), (b) (7)(C) Date 08/15/2022	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
AMENDED CHARGE AGAINST
EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-301318

Date Filed

8/23/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Covington Post Office		b. Tel. No. 253-639-6833
		c. Cell No. (b) (6), (b) (7)(C)
		f. Fax No. unknown
		g. e-mail (b) (6), (b) (7)(C)@usps.gov
		h. Number of workers employed 50
d. Address (Street, city, state, and ZIP code) 17300 SE 270 PL Covington, WA 98042	e. Employer Representative (b) (6), (b) (7)(C)	
i. Type of Establishment (factory, mine, wholesaler, etc.) Government	j. Identify principal product or service U S P S Mail facility	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (A) 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Management has agreed to furnish information in a grievance settlement on the hours that a Rural Carrier is working in the City Craft. Union has requested that information several times since the settlement. This information is needed for the collective bargaining and the amount of harm done to City Carriers at this station. Union has also requested information required for the processing of grievances. These include; Clockrings for City Carriers going over work-hour limit. Union has had to process grievances without the Employer meeting with Union Representatives. (b) (6), (b) (7)(C) HAS REQUESTED MULTIPLE TIMES INFORMATION AND TIME. (b) (6), (b) (7)(C) HAS NOT RECEIVED EITHER.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

National Association of Letter Carriers, Branch 2038

4a. Address (Street and number, city, state, and ZIP code) P O Box 5575 Kent, WA 98064	4b. Tel. No. none
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No. none
	4e. e-mail Branch2038@gmail.com

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

National Association of Letter Carriers, Kent Branch 2038

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(making charge)

(Print/type name and title or office, if any)

Address (b) (6), (b) (7)(C)

Date 08/23/2022

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

none

Fax No.

none

e-mail

(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS
BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-301456	Date Filed 8/15/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Gary Merlino Construction		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
d. Address (Street, city, state, and ZIP code) 9125 10th Ave S Seattle, WA 98108	e. Employer Representative (b) (6), (b) (7)(C)	f. Fax No. 206-763-4178
		g. e-mail (b) (6), (b) (7)(C) @gmccinc.com
		h. Number of workers employed 34
i. Type of Establishment (factory, mine, wholesaler, etc.) Construction	j. Identify principal product or service Trucking	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months, the Employer has violated the Act by, among other things, assigning bargaining unit work to employees not in the bargaining unit without giving the Union the opportunity to bargain.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Teamsters Local 174

4a. Address (Street and number, city, state, and ZIP code) 14675 Interurban Ave S, Suite 303 Tukwila, WA 98059	4b. Tel. No. 206-441-6060
	4c. Cell No.
	4d. Fax No. 206-441-4853
	4e. e-mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

International Brotherhood of Teamsters

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Gabe Frumkin, Attorney

(Print/type name and title or office, if any)

**Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400**

Address **Seattle, WA 98119**

Date **08/15/2022**

Tel. No.
206-257-6012

Office, if any, Cell No.

Fax No.
206-378-4132

e-mail
frumkin@workerlaw.com

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case 19-CA-301541

Date Filed
8/17/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Discovery Health MD		b. Tel. No. (253) 342-1088
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 13075 Gateway Dr S WA Seattle 98168	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@discoveryheal hmd.com
		h. Number of workers employed 16
i. Type of Establishment (factory, mine, wholesaler, etc.) Healthcare	j. Identify principal product or service Mobile Vaccinations (COVID19)	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 1 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) party filing charge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

Date 08/17/2022 09:26:37 AM

Tel. No.
(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-mail
(b) (6), (b) (7)(C)WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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Basis of the Charge

8(a)(1)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, protesting terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	Termination	(b) (6), (b) (7) /2022
(b) (6), (b) (7)(C)	Termination	(b) (6), (b) (7) /2022

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
AMENDED
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-301541	Date Filed 9/15/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Discovery Health MD		b. Telephone No. 253-342-1088
		c. Case No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 13075 Gateway Dr. S Seattle, WA 98168	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@discoveryhealthnlp.com
		h. Number of workers employed 16
i. Type of Establishment (factory, mine, wholesaler, etc.) Healthcare	j. Identify principal product or service Mobile Vaccinations	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2022, the above-named Employer disciplined employees (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) because they engaged in protected concerted activities by bringing concerns about working conditions to management on or about (b) (6), (b) (7)(C) 2022, and in order to discourage employees from engaging in protected concerted activities.

On or about (b) (6), (b) (7)(C) 2022, the above-named Employer terminated employees (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) because they engaged in protected concerted activities by bringing concerns about working conditions to upper management and in order to discourage employees from engaging in protected concerted activities.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

4c. Case No.

4d. Fax No.

4e. e-mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which this is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
(b) (6), (b) (7)(C) to the best of my knowledge and belief.

(signature of representative making charge)

(Print/type name and title or office if any)

Telephone No.

(b) (6), (b) (7)(C)

Office, if any, Case No.

Fax No.

e-mail

(b) (6), (b) (7)(C)

Address

Date September 15, 2022

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA) 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

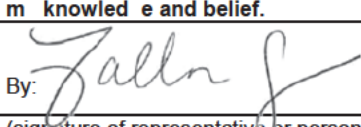
INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-301558	8/17/2022

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer DARIGOLD - Production		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
d. Address (Street, city, state, and ZIP code) 5601 6th Ave S., Suite 300 WSeattle, WA 98108	e. Employer Representative (b) (6), (b) (7)(C)	f. Fax No.
		g. e-Mail (b) (6), (b) (7)(C)@darigold.com
		h. Dispute Location (City and State) Seattle, WA
i. Type of Establishment (factory, nursing home, hotel) Food Processing	j. Principal Product or Service Dairy	k. Number of workers at dispute location 189
l. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) The Employer violated the Act when it refused to provide information to the Union relevant to its duties as the exclusive bargaining representative including processing active grievances. The Union requested the information on or about the following dates: (b) (6), (b) (7)(C) (b) (6), (b) (7)(C), and (b) (6), (b) (7)(C)		

3. Full name of party filing charge (if labor organization, give full name, including local name and number) Fallon Schumsky, Staff Attorney Teamsters Local Union No. 117	
4a. Address (street and number, city, state, and ZIP code) 14675 Interurban Ave. Ste. 307 Tukwila, WA 98168	4b. Tel. No. (206) 441-4860
	4c. Cell No.
	4d. Fax No.
	4e. e-Mail fallon.schumsky@teamsters117.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) INTERNATIONAL BROTHERHOOD OF TEAMSTERS	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	Tel. No. (206) 441-4860
By:  (signature of representative or person making charge)	Office, if any, Cell No.
Fallon Schumsky, Staff Attorney Print Name and Title	Fax No.
Address: 14675 Interurban Ave. Ste 307 Tukwila, WA 98168	e-Mail fallon.schumsky@teamsters117.org
Date: August 17, 2022	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

1-2875850721

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-301584	Date Filed 8/17/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Catapult NW		b. Tel. No. 206-649-5224
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 3405 Lind Ave SW Renton, WA 98057	(b) (6), (b) (7)(C) ntative	g. e-mail support@catapultnw.com
		h. Number of workers employed Approx 25
i. Type of Establishment (factory, mine, wholesaler, etc.) warehouse	j. Identify principal product or service food distribution	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

During the last six months, the above-named employer interfered with, restrained and coerced employees engaged in the exercise of Section 7 rights by surveilling and creating the impression of surveillance of such employees.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
UNITE HERE Local 8

4a. Address (Street and number, city, state, and ZIP code) 19415 International Boulevard, Suite 313 SeaTac, WA 98188	4b. Tel. No. 206-728-2326
	4c. Cell No.
	4d. Fax No. 206-728-9772
	4e. e-mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
UNITE HERE International Union**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Kristin L. Martin, Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

McCracken, Stemerman & Holsberry, LLP

475 14th Street, Suite 1200

Address Oakland, CA 94612

Date August 17, 2022

Tel. No.
415-597-7200

Office, if any, Cell No.

Fax No.
415-597-7201e-mail
klm@msh.law**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

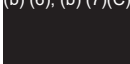
UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-301585Date Filed
8/17/2022**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Peace Health South West		b. Tel. No. (360) 514-2000
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 400 NE Mother Joseph Pl WA Vancouver 98664	e. Employer Representative (b) (6), (b) (7)(C) 	g. e-mail (b) (6), (b) (7) @peacehealth.org
		h. Number of workers employed 1300
		i. Type of Establishment (factory, mine, wholesaler, etc.) Healthcare
j. Identify principal product or service Providing Healthcare		

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 1 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Jacob L Faatz
Oregon Federation of Nurses and Health Professionals

4a. Address (Street and number, city, state, and ZIP code)

11560 SW 67th
OR Tigard 97223

4b. Tel. No.

(503) 791-9422

4c. Cell No.

4d. Fax No.

4e. e-mail

jfaatz@ofnhp.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

AFT

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



(signature of representative or person making charge)

(Print/type name and title or office, if any)

Tel. No.

Office, if any, Cell No.

Fax No.

e-mail

Address

Date 08/17/2022 03:45:32 PM

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by denying an employee's request for union representation during an disciplinary investigation.

Approximate date representation was denied	
(b) (6), (b) (7)	/2022
(b) (6), (b) (7)	/2022
(b) (6), (b) (7)	/2022
(b) (6), (b) (7)	/2022

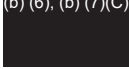
UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-301586Date Filed
8/17/2022**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Peace Health South West Medical Center		b. Tel. No. (800) 514-2000
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 400 Mother Joseph Pl. WA Vancouver 98664	e. Employer Representative (b) (6), (b) (7)(C) 	g. e-mail (b) (6), (b) (7) @peacehealth.org
		h. Number of workers employed 1300
i. Type of Establishment (factory, mine, wholesaler, etc.) Healthcare	j. Identify principal product or service Healthcare Service	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Jacob L Faatz Internal Organizer
Oregon Federation of Nurses and Health Professionals

4a. Address (Street and number, city, state, and ZIP code) 11560 SW 67th OR Tigard 97223	4b. Tel. No. (503) 791-9422
	4c. Cell No.
	4d. Fax No.
	4e. e-mail jfaatz@ofnhp.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
AFT

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Address _____

Date 08/17/2022 04:05:34 PM

Tel. No.

Office, if any, Cell No.

Fax No.

e-mail

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(3)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) joined or supported a labor organization and in order to discourage union activities and/or membership.

[illegible]

INTERNET
FORM NLRB-501
(2-08)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

Date Filed

19-CA-301589

8/17/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Starbucks Corporation

b. Tel. No. 425-316-3938

c. Cell No. (b) (6), (b) (7)(C)

f. Fax No.

d. Address (Street, city, state, and ZIP code)

2130 132nd St. SE, Mill Creek, WA 98012

e. Employer Representative

(b) (6), (b) (7)(C)

g. e-Mail

(b) (6), (b) (7)(C)

e starbucks.com

h. Number of workers employed
40

i. Type of Establishment (factory, mine, wholesaler, etc.)

Coffee Shop

j. Identify principal product or service

Food and Beverage

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, the Employer discharged (b) (6), (b) (7)(C) in order to retaliate against (b) (6), (b) (7)(C) for engaging in protected and concerted activity and to discourage other employees from engaging in protected concerted activities.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No. (b) (6), (b) (7)(C)

4c. Cell No. (b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C), Individual

(making charge)

(Print/type name and title or office, if any)

Tel. No. (b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-Mail

(b) (6), (b) (7)(C)

Address

(b) (6), (b) (7)(C)

8/17/22
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-301620Date Filed
8/18/2022**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134	e. Employer Representative Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
		h. Number of workers employed Est. 160,000
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months, and specifically on approximately August 8, 2022, the Employer violated the Act by, among other things, promising a grant of benefit to employees who are neither unionized nor unionizing while at the same time denying that benefit to employees who are known to be unionized or unionizing.

Additionally, on August 11, 2022, the Employer violated the Act nationwide by distributing a communication that forbids employees from engaging in communications that are protected by Section 7 of the Act.

Do to the Employers' repeated and flagrant misconduct, the Union requests 10(j) relief in this matter.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22 nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400

Gabe Frumkin, Attorney

(Print/type name and title or office, if any)

Address Seattle, WA 98119

Date 8/18/2022

Tel. No.
(206) 257-6012

Office, if any, Cell No.

Fax No.
(206) 378-4132e-mail
frumkin@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

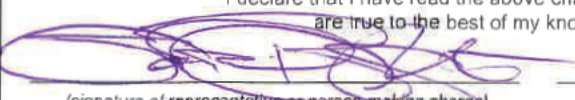
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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-301663	Date Filed 8/18/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer MightyKidz	b. Tel. No. 206-397-4103
	c. Cell No.
	f. Fax. No.
d. Address (Street, city, state, and ZIP code) 2307 W Elmore Seattle, WA 98199	e. Employer Representative (b) (6), (b) (7)(C)
	g. e-mail (b) (6), (b) (7)(C)@mightykidz.com
	h. Number of workers employed 35
i. Type of Establishment (factory, mine, wholesaler, etc.) Childcare facility	j. Identify principal product or service Childcare services and early learning, after and before school care
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)	
On or about (b) (6) /2022, the above-named employer terminated the following employees in retaliation for their protected, concerted activity. The employees include (b) (6), (b) (7)(C), (b) (6), (b) (7)(C), (b) (6), (b) (7)(C), (b) (6), (b) (7)(C), (b) (6), (b) (7)(C), and (b) (6), (b) (7)(C).	
3. Full name of party filing charge (if labor organization, give full name, including local name and number)	
Service Employees International Union Local 925	
4a. Address (Street and number, city, state, and ZIP code) 1914 N. 34th St. Suite 100 Seattle, WA 98103	4b. Tel. No. 206-322-3010
	4c. Cell No.
	4d. Fax No.
	4e. e-mail
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
Service Employees International Union	
6. DECLARATION	
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
 (signature of representative or person making charge)	Sarah Bright, Organizing Director (Print/type name and title or office, if any)
1914 N. 34th St. Ste. 100 Seattle, WA 87103 Address _____	Tel. No. 206-322-3010 ext 322
Date 8/18/22	Office, if any, Cell No. 253-297-9149
	Fax No.
	e-mail sbright@seiu925.org

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
AMENDED
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-301663	Date Filed 9/9/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer MightyKidz		b. Tel. No. 206-397-4103
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 2307 W Elmore Seattle, WA 98199	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@mightykidz.com
		h. Number of workers employed 35
i. Type of Establishment (factory, mine, wholesaler, etc.) Childcare facility	j. Identify principal product or service Childcare services and early learning, after and before school care	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)
On or about (b) (6), (b) (7)(C) 2022, the above-named employer terminated the following employees in retaliation for their protected, concerted activity: (b) (6), (b) (7)(C), (b) (6), (b) (7)(C), (b) (6), (b) (7)(C), (b) (6), (b) (7)(C), (b) (6), (b) (7)(C), (b) (6), (b) (7)(C), and (b) (6), (b) (7)(C). On or about (b) (6), (b) (7)(C) 2022, the above-named employer constructively discharged the following employees in retaliation for their protected, concerted activity: (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C).

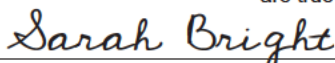
3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Service Employees International Union Local 925

4a. Address (Street and number, city, state, and ZIP code) 1914 N. 34th St. Suite 100 Seattle, WA 98103	4b. Tel. No. 206-322-3010
	4c. Cell No.
	4d. Fax No.
	4e. e-mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Sarah Bright, Organizing Director

(Print/type name and title or office, if any)

Tel. No.
206-322-3010 ext 322Office, if any, Cell No.
253-297-9149

Fax No.

e-mail
sbright@seiu925.org

Address 1914 N. 34th St. Ste. 100 Seattle, WA 98103

Date 9/9/2022

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**SECOND AMENDED CHARGE
AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
19-CA-301663	Date Filed 1-31-2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer MightyKidz		b. Tel. No. 206-397-4103	
		c. Cell No.	
		f. Fax No.	
d. Address (Street, city, state, and ZIP code) 2307 W Elmore Seattle, WA 98199		e. Employer Representative (b) (6), (b) (7)(C)	
		g. e-mail (b) (6), (b) (7)(C)@mightykidz.com	
		h. Number of workers employed 35	
i. Type of Establishment (factory, mine, wholesaler, etc.) Childcare facility		j. Identify principal product or service Childcare services and early learning, after and before school care	
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) On or about (b) (6), (b) (7)(C) 2022, the above-named employer terminated the following employees in retaliation for their protected, concerted activity: (b) (6), (b) (7)(C), (b) (6), (b) (7)(C), (b) (6), (b) (7)(C), (b) (6), (b) (7)(C), (b) (6), (b) (7)(C), (b) (6), (b) (7)(C), and (b) (6), (b) (7)(C).			
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Service Employees International Union Local 925			
4a. Address (Street and number, city, state, and ZIP code) 1914 N. 34th St. Suite 100 Seattle, WA 98103		4b. Tel. No. 206-322-3010	
		4c. Cell No.	
		4d. Fax No.	
		4e. e-mail	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union			
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. <u>Sarah Bright</u> (signature of representative or person making charge)		Tel. No. 206-322-3010 ext 322 Office, if any, Cell No. 253-297-9149 Fax No. e-mail sbright@seiu925.org	
Sarah Bright, Organizing Director (Print/type name and title or office, if any)			
1914 N. 34th St. Suite 100 Address Seattle, WA 98103		Date 1/31/23	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

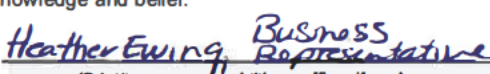
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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-301717	Date Filed 8/18/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Cascade Ambulance	(b) (6), (b) (7)(C)
	(b) (6), (b) (7)(C)
	f. Fax No. 509-575-4676
d. Address (Street, city, state, and ZIP code) 1482 Slater Rd Suite A Ferndale, WA 98248	(b) (6), (b) (7)(C)
	(b) (6), (b) (7)(C)
	h. Number of workers employed 26
i. Type of Establishment (factory, mine, wholesaler, etc.) Ambulance Company	j. Identify principal product or service Ambulance and wheelchair transportation
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) On June 1, 2022, the Employer made unilateral changes to the Medical Dental and Vision plans, without prior bargaining, and is engaging in bad faith bargaining.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Heather Ewing Teamsters Local 231	
4a. Address (Street and number, city, state, and ZIP code) P.O. Box H Bellingham, WA 98227	4b. Tel. No. (360) 734-7780
	4c. Cell No. (360) 319-8298
	4d. Fax No. (360) 734-8501
	4e. e-mail heather@231teamsters.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) International Brotherhood of Teamsters	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
 (signature of representative or person making charge)	 (Print/type name and title or office, if any)
Address P.O. Box H Bellingham, WA 98227	
Date 8/18/2022	
Tel. No. (360) 734-7780	
Office, if any, Cell No. (360) 319-8298	
Fax No. (360) 734-8501	
e-mail heather@231teamsters.org	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
AMENDED CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-301717	8/30/2022

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Cascade Ambulance Service, Inc. and Metro West Ambulance Service, Inc., a single and/or joint employer		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
d. Address (Street, city, state, and ZIP code) Cascade Ambulance - 1482 Slater Rd Ste A, Ferndale, WA 98248-8919	e. Employer Representative (b) (6), (b) (7)(C)	f. Fax No.
		g. e-mail (b) (6), (b) (7)(C)
Metro West - 5475 NE Dawson Creek, Dr. Hillsboro OR 97124	Cascade Ambulance - (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) Metro West - (b) (6), (b) (7)(C)	h. Number of Workers Employed 26
i. Type of Establishment (factory, mine, wholesaler, etc.) ambulance company	j. Identify Principal Product or Service ambulance and wheelchair transportation	

1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) and 8(d) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.


2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On about June 1, 2022, the above Employer violated Sections 8(a)(1) and (5) of the Act by unilaterally changing the medical, dental, and vision plans without first providing the Union with notice and an opportunity to bargain. Through these changes to the medical, dental, and vision plans, the Employer also modified the collective-bargaining agreement midterm without the Union's consent in violation of Section 8(d) of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)**General Teamsters Local Union No. 231**

4a. Address (Street and number, city, state, and ZIP code) P.O. Box H, Bellingham, WA 98227-0298	4b. Tel. No. (360)734-7780
	4c. Cell No. (360)319-8298
	4d. Fax No. (360)734-8501
	4e. e-mail heather@231teamsters.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**International Brotherhood of Teamsters**

6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. (360)734-7780
		Office, if any, Cell No. (360)319-8298
 (signature of representative or person making charge)	Heather T. Ewing, Business Representative (Print/type name and title or office, if any)	Fax No. (360)734-8501
Address: P.O. Box H, Bellingham, WA 98227-0298	Date: 8/30/22	e-mail heather@231teamsters.org

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**PRIVACY ACT STATEMENT**



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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-301718	Date Filed 8/19/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Cascade Ambulance	b. Tel. No. (b) (6), (b) (7)(C)
	c. Cell No. (b) (6), (b) (7)(C)
	f. Fax No. 509-575-4676
d. Address (Street, city, state, and ZIP code) 1482 Slater Rd Suite A Ferndale, WA 98248	e. Employer Representative (b) (6), (b) (7)(C)
	g. e-mail (b) (6), (b) (7)(C)
	h. Number of workers employed 26
i. Type of Establishment (factory, mine, wholesaler, etc.) Ambulance Company	j. Identify principal product or service Ambulance and wheelchair transportation
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) On July 1, 2022, the Employer made unilateral changes to the pay dates, without prior bargaining, and is engaging in bad faith bargaining.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Heather Ewing Teamsters Local 231	
4a. Address (Street and number, city, state, and ZIP code) P.O. Box H Bellingham, WA 98227	4b. Tel. No. (360) 734-7780
	4c. Cell No. (360) 319-8298
	4d. Fax No. (360) 734-8501
	4e. e-mail heather@231teamsters.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) International Brotherhood of Teamsters	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
 (signature of representative or person making charge)	 (Print/type name and title or office, if any)
Address P.O. Box H Bellingham, WA 98227	Tel. No. (360) 734-7780
Date 8/18/2022	Office, if any, Cell No. (360) 319-8298
	Fax No. (360) 734-8501
	e-mail heather@231teamsters.org

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
AMENDED CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-301718	8/30/2022

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Cascade Ambulance Service, Inc. and Metro West Ambulance Service, Inc., a single and/or joint employer		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
d. Address (Street, city, state, and ZIP code) Cascade Ambulance - 1482 Slater Rd Ste A, Ferndale, WA 98248-8919	e. Employer Representative (b) (6), (b) (7)(C)	f. Fax No.
		g. e-mail (b) (6), (b) (7)(C)
Metro West - 5475 NE Dawson Creek, Dr. Hillsboro OR 97124 8919	Cascade Ambulance - (b) (6), (b) (7)(C), (b) (6), (b) (7)(C) Metro West - (b) (6), (b) (7)(C)	h. Number of Workers Employed 26
i. Type of Establishment (factory, mine, wholesaler, etc.) ambulance company	j. Identify Principal Product or Service ambulance and wheelchair transportation	

I. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) and 8(d) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On about July 1, 2022, the above Employer violated Sections 8(a)(1) and (5) of the Act by unilaterally changing the pay dates for unit employees without first providing the Union with notice and an opportunity to bargain. Through these changes to the pay dates, the Employer also modified the collective-bargaining agreement midterm without the Union's consent in violation of Section 8(d) of the Act.


3. Full name of party filing charge (if labor organization, give full name, including local name and number)

General Teamsters Local Union No. 231

4a. Address (Street and number, city, state, and ZIP code) P.O. Box H, Bellingham, WA 98227-0298	4b. Tel. No. (360)734-7780
	4c. Cell No. (360)319-8298
	4d. Fax No. (360)734-8501
	4e. e-mail heather@231teamsters.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

International Brotherhood of Teamsters

6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. (360)734-7780
		Office, if any, Cell No. (360)319-8298
(signature of representative or person making charge) 	Heather T. Ewing, Business Representative	Fax No. (360)734-8501
Address: P.O. Box H, Bellingham, WA 98227-0298	(Print/type name and title or office, if any) Date: 8/30/22	e-mail heather@231teamsters.org

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-301719	Date Filed 8/18/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Cascade Ambulance	b. Tel. No. (b) (6), (b) (7)(C)
	c. Cell No. (b) (6), (b) (7)(C)
	f. Fax. No. 509-575-4676
d. Address (Street, city, state, and ZIP code) 1482 Slater Rd Suite A Ferndale, WA 98248	e. Employer Representative (b) (6), (b) (7)(C)
	g. e-mail (b) (6), (b) (7)(C)
	h. Number of workers employed 26
i. Type of Establishment (factory, mine, wholesaler, etc.) Ambulance Company	j. Identify principal product or service Ambulance and wheelchair transportation
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) On June 2, 2022, the Employer made unilateral changes to the schedule and hourly rates of pay, as outlined in the Collective Bargaining Agreement, without prior bargaining, and is engaging in bad faith bargaining.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Heather Ewing Teamsters Local 231	
4a. Address (Street and number, city, state, and ZIP code) P.O. Box H Bellingham, WA 98227	4b. Tel. No. (360) 734-7780
	4c. Cell No. (360) 319-8298
	4d. Fax No. (360) 734-8501
	4e. e-mail heather@231teamsters.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) International Brotherhood of Teamsters	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
(signature of representative or person making charge) <i>Heather Ewing</i>	(Print/type name and title or office, if any) Heather Ewing, Business Representative
Tel. No. (360) 734-7780	
Office, if any, Cell No. (360) 319-8298	
Fax No. (360) 734-8501	
e-mail heather@231teamsters.org	
Address P.O. Box H Bellingham, WA 98227 Date 8/18/2022	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
AMENDED CHARGE AGAINST EMPLOYER

INSTRUCTIONS:**DO NOT WRITE IN THIS SPACE**

Case

Date Filed

19-CA-301719

8/30/2022

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Cascade Ambulance Service, Inc. and Metro West Ambulance Service, Inc., a single and/or joint employer		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
d. Address (Street, city, state, and ZIP code) Cascade Ambulance - 1482 Slater Rd Ste A, Ferndale, WA 98248-8919	e. Employer Representative (b) (6), (b) (7)(C)	f. Fax No.
		g. e-mail (b) (6), (b) (7)(C)
Metro West - 5475 NE Dawson Creek, Dr. Hillsboro OR 97124	Cascade Ambulance - (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) Metro West - (b) (6), (b) (7)(C)	h. Number of Workers Employed 26
i. Type of Establishment (factory, mine, wholesaler, etc.) ambulance company	j. Identify Principal Product or Service ambulance and wheelchair transportation	

l. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) Section 8(d) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On about June 2, 2022, the above Employer violated Sections 8(a)(1) and (5) of the Act by unilaterally changing the schedules and rates of pay available to unit employees without first providing the Union with notice and an opportunity to bargain. Through these changes to schedules and rates of pay, the Employer also modified the collective-bargaining agreement midterm without the Union's consent in violation of Section 8(d) of the Act.

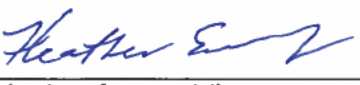
3. Full name of party filing charge (if labor organization, give full name, including local name and number)

General Teamsters Local Union No. 231

4a. Address (Street and number, city, state, and ZIP code) P.O. Box H, Bellingham, WA 98227-0298	4b. Tel. No. (360)734-7780
	4c. Cell No. (360)319-8298
	4d. Fax No. (360)734-8501
	4e. e-mail heather@231teamsters.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

International Brotherhood of Teamsters

6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. (360)734-7780
 (signature of representative or person making charge) Address: P.O. Box H, Bellingham, WA 98227-0298		Office, if any, Cell No. (360)319-8298
		Heather T. Ewing, Business Representative (Print/type name and title or office, if any) Date: 8/30/22
		Fax No. (360)734-8501
		e-mail heather@231teamsters.org

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-301736	Date Filed 8/19/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer United Parcel Service		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No. (b) (6), (b) (7)(C)
		f. Fax. No. (877) 421-0935
		g. e-mail (b) (6), (b) (7)(C)@ups.com
d. Address (Street, city, state, and ZIP code) 4455 7th Ave S WA Seattle 98108	e. Employer Representative (b) (6), (b) (7)(C)	h. Number of workers employed 3303
i. Type of Establishment (factory, mine, wholesaler, etc.) Trucking	j. Identify principal product or service Package Delivery and Pickup Services	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Kris K DeBuck Business Agent
Teamsters Local Union 174

4a. Address (Street and number, city, state, and ZIP code) 14675 Interurban Ave S, #303 WA Tukwila 98168	4b. Tel. No. (206) 441-6060
	4c. Cell No. (206) 265-9489
	4d. Fax No. (206) 441-4853
	4e. e-mail kdebuck@teamsters174.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

International Brotherhood of Teamsters

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.Kris K DeBuck
Business Agent

(signature of representative or person making charge)

(Print/type name and title or office, if any)

14675 Interurban Ave S, #303

Address Tukwila WA 98168

Date 08/19/2022 01:33:54 PM

Tel. No.
(206) 441-6060Office, if any, Cell No.
(206) 265-9489Fax No.
(206) 441-4853e-mail
kdebuck@teamsters174.org**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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Basis of the Charge

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by making unilateral changes in terms and conditions of employment.

List Changes	Approximate date of change
Annual Ride Policy	07/25/2022

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-301873	Date Filed 8/22/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134	e. Employer Representative Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
		h. Number of workers employed Est. 160,000
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, the Employer violated the Act when it denied a work opportunity at a higher pay rate to unionized workers and refused to allow unionized workers to work the extra shifts at the higher pay rate solely because they were unionized. The Union seeks 10(j) relief in this charge.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

4a. Address (Street and number, city, state, and ZIP code)

Workers United
22 South 22nd St
Philadelphia, PA 191034b. Tel. No.
(646) 448-6414

4c. Cell No.

4d. Fax No.
(215) 575-90654e. e-mail
rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400

Marina Multhaup, Attorney

(Print/type name and title or office, if any)

Address Seattle, WA 98119

Date 08/22/2022

Tel. No.
(206) 257-6001

Office, if any, Cell No.

Fax No.
(206) 378-4132e-mail
multhaup@workerlaw.comWILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

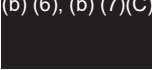
UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-301881Date Filed
8/22/2022**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer United States Postal Service		b. Tel. No. (206) 381-6640
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) PO Box 3998 WA Seattle 98124	e. Employer Representative (b) (6), (b) (7)(C) 	g. e-mail (b) (6), (b) (7)(C)@usps.gov
		h. Number of workers employed 148
		i. Type of Establishment (factory, mine, wholesaler, etc.) Others
j. Identify principal product or service Parcel and Mail Delivery		

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3,5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Kevin W Gottlieb President
National Association of Letter Carriers

4a. Address (Street and number, city, state, and ZIP code) 210 Queen Anne Ave N #201 WA Seattle 98109	4b. Tel. No. (206) 284-3420
	4c. Cell No. (206) 303-9382
	4d. Fax No. (206) 284-3432
	4e. e-mail gottlieb.branch79@gmail.com

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Address _____ Date 08/22/2022 09:44:37 AM

Tel. No.
Office, if any, Cell No.
Fax No.
e-mail

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(3)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) joined or supported a labor organization and in order to discourage union activities and/or membership.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	Letter of Warning	(b) (6), (b) (7) /2022

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-301882

Date Filed

8/19/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Hanford Mission Integration Solutions		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 2490 Garlick Boulevard P.O. Box 943 WA Richland 99352	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@rl.gov
		h. Number of workers employed 2500
i. Type of Establishment (factory, mine, wholesaler, etc.) Others	j. Identify principal product or service Security, Environmental, Energy	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) party filing charge (if labor organization, give full name, including local (b) (6), (b) (7)(C) number)

Hanford Guards Union Local 21

4a. Address (Street and number, city, state, and ZIP code) P.O. Box 687 WA Richland 99352	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

International Guards Union of America

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

P.O. Box 687

Address Richland WA 99352

Date 08/19/2022 06:33:34 PM

Tel. No. (b) (6), (b) (7)(C)
Office, if any, Cell No.
Fax No.
e-mail (b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by failing to furnish information requested by the union.

Date of request	Employer representative	List items requested	Date refused
07/27/2022		Radiological Survey Report	

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-301884	Date Filed 8/22/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Starbucks Corporation	b. Tel. No. (206) 318-2212
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134	e. Employer Representative Howard Schultz, CEO
	g. e-mail hschultz@starbucks.com
	h. Number of workers employed approx. 500
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1), (3) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)	
Within the past six months, the Employer violated the Act when, after announcing the closure of two unionized stores, it threatened to not allow unionized workers to transfer or borrow to other stores until effects bargaining was completed when the status quo had been to allow workers to transfer or borrow to other stores when their store was shut down.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number)	
Workers United	
4a. Address (Street and number, city, state, and ZIP code) 22 South 22nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
Service Employees International Union	
6. DECLARATION	
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
 (signature of representative or person making charge)	Marina Multhaup, Attorney (Print/type name and title or office, if any)
Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address <u>Seattle, WA 98119</u>	Tel. No. (206) 257-6001
	Office, if any, Cell No.
	Fax No. (206) 378-4132
	e-mail multhaup@workerlaw.com
Date <u>08/22/2022</u>	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-301887Date Filed
8/22/2022**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Peace Health South West		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 400 NE Mother Joseph Pl WA Vancouver 98664	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7) @peacehealth.org
		h. Number of workers employed 1300
i. Type of Establishment (factory, mine, wholesaler, etc.) Healthcare	j. Identify principal product or service Healthcare	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 1 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Jacob L Faatz
Oregon Federation of Nurses and Health Professionals

4a. Address (Street and number, city, state, and ZIP code)

11560 SW 67th
OR Tigard 97223

4b. Tel. No.

(503) 791-9422

4c. Cell No.

4d. Fax No.

4e. e-mail

jfaatz@ofnbp.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

AFT

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

Tel. No.

Office, if any, Cell No.

Fax No.

e-mail

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Address

Date 08/22/2022 04:08:31 PM

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(1)

Within the previous six months, the Employer refused to hire an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, protesting wages, hours, or other terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employees denied reinstatement or recall	Date restatement or recall denied
(b) (6), (b) (7)(C)	(b) (6), (b) (7) /2022

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by threatening to retaliate against employees if they joined or supported a union.

Name of Employer's Agent/Representative who made the statement	Approximate date
(b) (6), (b) (7)(C)	(b) (6), (b) (7) /2022

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by denying an employee's request for union representation during an disciplinary investigation.

Approximate date representation was denied
(b) (6), (b) (7) /2022

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-301943	8/23/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer UPS		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax. No. (877) 421-0935
		g. e-mail (b) (6), (b) (7)(C)@ups.com
d. Address (Street, city, state, and ZIP code) 4455 7th Ave S WA Seattle 98108	e. Employer Representative (b) (6), (b) (7)(C)	h. Number of workers employed 3300
i. Type of Establishment (factory, mine, wholesaler, etc.) Trucking	j. Identify principal product or service Package delivery	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Ted Bunstine President Teamsters Local 174
Teamsters Local 174

4a. Address (Street and number, city, state, and ZIP code) 14675 Interurban Ave S Suite 303 WA Tukwila 98133	4b. Tel. No. (206) 406-6623
	4c. Cell No. (206) 406-6623
	4d. Fax No. (206) 441-4853
	4e. e-mail tbunstine@teamsters174.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
International Brotherhood of Teamsters

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.Ted Bunstine
President Teamsters Local 174

(signature of representative or person making charge)

(Print/type name and title or office, if any)

14675 Interurban Ave S Suite 303

Address Tukwila WA 98133

Date 08/23/2022 11:36:35 AM

Tel. No. (206) 406-6623
Office, if any, Cell No. (206) 406-6623
Fax No. (206) 441-4853
e-mail tbunstine@teamsters174.org

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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Basis of the Charge

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-302060

Date Filed

8/25/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Abf

b. Tel. No.

(253) 854-0330

c. Cell No.

f. Fax No.

d. Address (Street, city, state, and ZIP code)

7226 272nd st

e. Employer Representative

(b) (6), (b) (7)(C)

g. e-mail

WA Kent 98032

h. Number of workers employed

50

i. Type of Establishment (factory, mine, wholesaler, etc.)

Trucking

j. Identify principal product or service

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) arty filing charge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

(b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

4e. e-mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

Date 08/24/2022 06:15:01 PM

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-mail

(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by making unilateral changes in terms and conditions of employment.

List Changes	Approximate date of change
Have not been called back to work	(b) (6), (b) (7)(C) 2022

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-302067	Date Filed 8/25/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134	e. Employer Representative Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
		h. Number of workers employed Est. 160,000

i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage
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The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months, the Employer violated the Act by refusing to allow members of the Union's bargaining committee who were unable to participate in bargaining over a temporary store closure in Eugene, Oregon in person to participate virtually through Zoom, notwithstanding the Employer's past practice of permitting such virtual participation.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22 nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Marina Multhaup, Attorney

(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400

Address Seattle, WA 98119

Date 8/25/2022

Tel. No. (206) 257-6001
Office, if any, Cell No.
Fax No. (206) 378-4132
e-mail multhaup@workerlaw.com

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-302068	Date Filed 8/25/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134	e. Employer Representative Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
		h. Number of workers employed Est. 160,000
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months, and specifically on approximately August 8, 2022, the Employer violated the Act by, among other things, promising a grant of benefit to employees who are neither unionized nor unionizing while at the same time denying that benefit to employees who are known to be unionized or unionizing.

Then, on August 11, 2022, the Employer violated the Act nationwide by distributing a communication that forbids employees from engaging in communications that are protected by Section 7 of the Act.

Additionally, on or about August 18, 2022, the Employer violated the Act nationwide by distributing an electronic communication promising opportunities for new or additional "Performance & Development Conversations" for employees who are not represented or in the process of unionizing and withholding that benefit from employees who are unionized or unionizing.

Do to the Employers' repeated and flagrant misconduct, the Union requests 10(j) relief in this matter.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

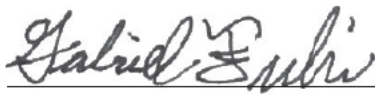
4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22 nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400

Address Seattle, WA 98119

Gabe Frumkin, Attorney

(Print/type name and title or office, if any)

Date 8/25/2022

Tel. No. (206) 257-6012
Office, if any, Cell No.
Fax No. (206) 378-4132
e-mail frumkin@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**AMENDED CHARGE AGAINST
EMPLOYER****DO NOT WRITE IN THIS SPACE**

Case

19-CA-302068

Date Filed

9/19/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134	e. Employer Representative Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
		h. Number of workers employed Est. 160,000
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months, and specifically since approximately September 1, 2022, the Employer has violated the Act by, among other things, granting previously-announced benefits to employees at stores that are not unionized or unionizing while withholding those benefits from employees at stores that are unionized or unionizing on a nationwide basis. These benefits include, but may not be limited to: providing increased time for employees to participate in performance reviews ("PDCs"), relaxed dress codes, and free clothing items for partners who have completed training programs that are unavailable to unionized and unionizing employees. The actual withholding of these benefits constitutes an unlawful withholding of benefits on a nationwide scale. Additionally, on or about September 12, 2022, the Employer promised new financial benefits through a new "My Starbucks Savings" program and "Student Loan Management Tools." On or about September 19, 2022, the Employer granted these benefits to non-unionized employees while withholding them from employees who have unionized or are unionizing.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22 nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400

Gabe Frumkin, Attorney

(Print/type name and title or office, if any)

Address Seattle, WA 98119

Date 09/19/2022

Tel. No.

(206) 257-6012

Office, if any, Cell No.

Fax No.

(206) 378-4132

e-mail

frumkin@workerlaw.com

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**


Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**SECOND AMENDED CHARGE
AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 19-CA-302068	Date Filed 9/20/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Starbucks Corporation	b. Tel. No. (206) 318-2212
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134	e. Employer Representative Howard Schultz, CEO
	g. e-mail hschultz@starbucks.com
	h. Number of workers employed Est. 160,000
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) See Attached	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United	
4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union	
6. DECLARATION	
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
 (signature of representative or person making charge) Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address Seattle, WA 98119	Gabe Frumkin, Attorney (Print/type name and title or office, if any) Date 09/20/2022
	Tel. No. (206) 257-6012
	Office, if any, Cell No.
	Fax No. (206) 378-4132
	e-mail frumkin@workerlaw.com

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Attachment

2. Basis of the Charge

Within the last six months, and specifically on approximately August 8, 2022, the Employer violated the Act by, among other things, promising a grant of benefit to employees who are neither unionized nor unionizing while at the same time denying that benefit to employees who are known to be unionized or unionizing.

Additionally, on or about August 18, 2022, the Employer violated the Act nationwide by distributing an electronic communication promising opportunities for new or additional “Performance & Development Conversations” for employees who are not represented or in the process of unionizing and withholding that benefit from employees who are unionized or unionizing.

Additionally, on or about September 19, 2022, the Employer violate the Act nationwide by reiterating statements it made in the past promising in-store credit/debit card tipping and faster sick time accrual to employees at stores who are not unionized or unionizing, while withholding those benefits from employees who are unionized or unionizing.


Due to the Employers’ repeated and flagrant misconduct, the Union requests 10(j) relief in this matter.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**THIRD AMENDED CHARGE
AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 19-CA-302068	Date Filed 10/3/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Starbucks Corporation	b. Tel. No. (206) 318-2212
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134	e. Employer Representative Howard Schultz, CEO
	g. e-mail hschultz@starbucks.com
	h. Number of workers employed Est. 160,000
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) See Attached	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United	
4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22 nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
<div style="display: flex; justify-content: space-between;"> <div style="width: 45%;">  (signature of representative or person making charge) Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address Seattle, WA 98119 </div> <div style="width: 45%;"> Gabe Frumkin, Attorney (Print/type name and title or office, if any) </div> </div>	
Tel. No. (206) 257-6012	
Office, if any, Cell No.	
Fax No. (206) 378-4132	
e-mail frumkin@workerlaw.com	
Date 10/03/2022	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Attachment

2. Basis of the Charge

Within the last six months, and specifically on approximately August 8, 2022, the Employer violated the Act by, among other things, promising a grant of benefit to employees who are neither unionized nor unionizing while at the same time denying that benefit to employees who are known to be unionized or unionizing.

Specifically, on or about August 18, 2022, the Employer violated the Act nationwide by distributing an electronic communication promising opportunities for new or additional “Performance & Development Conversations” for employees who are not represented or in the process of unionizing and withholding that benefit from employees who are unionized or unionizing.

Due to the Employers’ repeated and flagrant misconduct, the Union requests 10(j) relief in this matter.

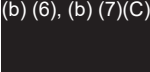
UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-302157	Date Filed 8/26/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer United States Postal Service		b. Tel. No. (206) 381-6640
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) PO Box 3998 WA Seattle 98109	e. Employer Representative (b) (6), (b) (7)(C) 	g. e-mail
		h. Number of workers employed 125
i. Type of Establishment (factory, mine, wholesaler, etc.) Others	j. Identify principal product or service Mail delivery	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 1,5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Kevin Gottlieb
Branch 79
President

4a. Address (Street and number, city, state, and ZIP code) 210 Queen Anne Ave N WA Seattle 98109	4b. Tel. No. (206) 284-3420
	4c. Cell No. (203) 303-9382
	4d. Fax No. (206) 284-3432
	4e. e-mail gottlieb.branch79@gmail.com

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
Natioonal Association of Letter Carriers**6. DECLARATION**I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.Kevin Gottlieb
President

(signature of representative or person making charge)

(Print/type name and title or office, if any)

210 Queen Anne Ave N

Address Seattle WA 98109

Date 08/26/2022 01:39:05 PM

Tel. No.
(206) 284-3420Office, if any, Cell No.
(203) 303-9382Fax No.
(206) 284-3432e-mail
gottlieb.branch79@gmail.com**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by maintaining work rules that prevent or discourage employees from engaging in protected concerted activities.

Work Rule
Weingarten Right"s Violations

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-302385	8/30/2022

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer AddShoppers Inc.		b. Tel. No. 877-266-3548
		c. Cell No.
d. Address (Street, city, state, and ZIP code) 15806 Brookway Dr, Ste 200, Huntersville, NC, 28078	e. Employer Representative (b) (6), (b) (7)(C)	f. Fax No.
		g. e-mail (b) (6), (b) (7)(C)@addshoppers.com
		h. Number of Workers Employed 57
i. Type of Establishment (factory, mine, wholesaler, etc.) e-commerce marketing	j. Identify Principal Product or Service e-commerce marketing	

1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On about (b) (6), (b) (7)(C), 2022, the Employer discriminated against employee (b) (6), (b) (7)(C) by discharging (b) (6), (b) (7)(C) in retaliation for and/or in order to discourage protected concerted activities and/or union activities or membership.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C), an individual

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

4c. Cell No.

(b) (6), (b) (7)(C)

4d. Fax No.

4e. e-mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

Tel. No.

Office, if any, Cell No.

(b) (6), (b) (7)(C)

Fax No.

e-mail

(b) (6), (b) (7)(C)

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C), an individual

(Signature of representative of person making charge)

(Print/type name and title or office, if any)

Address: (b) (6), (b) (7)(C)

Date:

08/27/2022

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-302427Date Filed
8/30/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer United states postal service		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 205 W Washington Ave WA Yakima 98909	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@usps.gov
		h. Number of workers employed 200
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 4,3,5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) party filing charge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

Date 08/30/2022 09:56:57 PM

Tel. No.
(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-mail
(b) (6), (b) (7)(C)WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(3)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) joined or supported a labor organization and in order to discourage union activities and/or membership.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	Improper Discipline Being Issued	(b) (6), (b) (7) 2022

8(a)(4)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) filed charges or cooperated with the NLRB.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	Improper Discipline Being Issued	(b) (6), (b) (7) /2022

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees.

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by making unilateral changes in terms and conditions of employment.

List Changes	Approximate date of change
submitting docs for months/changed unilaterally	(b) (6), (b) (7) /2022

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-302454	8/31/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Compass Health		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No. (b) (6), (b) (7)(C)
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 4526 Federal Avenue Everett, WA 98203	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@compassh.org
		h. Number of workers employed 385
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Healthcare	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On July 21st, 2022, Compass announced a plan to select workers to serve on a committee that would advise management on workplace issues. When the Union demanded Compass cease its efforts and use the JLM committee process in the parties contract for labor/management discussions regarding workplace issues, Compass refused and has persisted in developing its alternative committee in violation of its duty to bargain with the Union.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

SEIU Healthcare 1199NW

4a. Address (Street and number, city, state, and ZIP code) 15 S Grady Way Suite 200 Renton, WA 98057	4b. Tel. No. 425-917-1199
	4c. Cell No. 425-306-2802
	4d. Fax No. 425-917-9707
	4e. e-mail carsonf@seiu1199nw.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

(b) (6), (b) (7)(C) I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)
Representative or person making charge)(b) (6), (b) (7)(C)
(Print/type name and title or office, if any)Tel. No.
425-917-1199Office, if any, Cell No.
(b) (6), (b) (7)(C)Fax No.
425-917-9707e-mail
(b) (6), (b) (7)(C)@seiu1199nw.org

Address 15 S Grady Way Suite 200 Renton, WA 98057 Date 8/31/2022

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
FIRST AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-302454	Date Filed 1/3/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Compass Health		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No. (b) (6), (b) (7)(C)
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 4526 Federal Avenue Everett, WA 98203	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@compassh.org
		h. Number of workers employed 385
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Healthcare	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On July 21st, 2022, Compass announced a plan to select workers to serve on a committee that would advise management on workplace issues. When the Union demanded Compass cease its efforts and use the JLM committee process in the parties contract for labor/management discussions regarding workplace issues, Compass refused and has persisted in developing its alternative committee in violation of its duty to bargain with the Union, including but not limited to soliciting ACT committee applications from Unit employees, and selecting applicants for participation on the ACT committee.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

SEIU Healthcare 1199NW

4a. Address (Street and number, city, state, and ZIP code)

15 S Grady Way Suite 200
Renton, WA 98057

4b. Tel. No.

425-917-1199

4c. Cell No.

425-306-2802

4d. Fax No.

425-917-9707

4e. e-mail

carsonf@seiu1199nw.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(tentative or person making charge)

(b) (6), (b) (7)(C)

(Print/type name and title or office, if any)

Tel. No.

425-917-1199

Office, if any, Cell No.

(b) (6), (b) (7)(C)

Fax No.

425-917-9707

e-mail

(b) (6), (b) (7)(C)@seiu1199nw.org

Address 15 S Grady Way Suite 200 Renton, WA 98057 Date 1/3/2023

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-302460	Date Filed 8/31/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer The Spokesman Review / Cowles Publishing		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 999 W. Riverside Ave. Spokane, WA 99201	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@cowlescompany.com
		h. Number of workers employed 6

i. Type of Establishment (factory, mine, wholesaler, etc.) publisher / commercial print shop	j. Identify principal product or service print newspapers and commercial print products
--	---

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months the Employer violated the Act by unilaterally changing terms and conditions of employment for bargaining unit members including changing mark-ups by removing end times on shifts and changing how priority applies to shift selection.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Teamsters Local Union No. 117

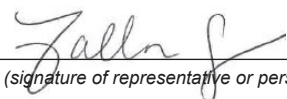
4a. Address (Street and number, city, state, and ZIP code) 14675 Interurban Ave. South, Suite 307 Tukwila, WA 98168	4b. Tel. No. 206-441-4860
	4c. Cell No.
	4d. Fax No. 206-441-3153
	4e. e-mail fallon.schumsky@teamsters117.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

International Brotherhood of Teamsters

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Fallon Schumsky, General Counsel

(Print/type name and title or office, if any)

Address 14675 Interurban Ave South Ste 307 Tukwila, WA 98168 Date August 31, 2022

Tel. No.
206-441-4860Office, if any, Cell No.
206-794-0335Fax No.
206-441-3153e-mail
fallon.schumsky@teamsters117.org**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

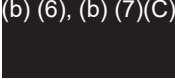

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-302500Date Filed
8/31/2022**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer 360 Sheetmetal LLC		b. Tel. No. (360) 750-8558
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 2400 NE 65th Ave. Suite A WA Vancouver 98661	e. Employer Representative (b) (6), (b) (7)(C) 	g. e-mail  @360sheetmetal.com
		h. Number of workers employed 15
		i. Type of Establishment (factory, mine, wholesaler, etc.) Others
j. Identify principal product or service Duct fabrication		

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5,1 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Brian Noble

International Association of Sheet Metal, Air, Rail, and Transportation Workers

4a. Address (Street and number, city, state, and ZIP code) 2379 NE 178th Ave. Suite 16 OR Portland 97230	4b. Tel. No. (503) 254-0123
	4c. Cell No.
	4d. Fax No.
	4e. e-mail bnoble@smw16.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.Daniel Hutzenbiler
Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

1635 NW Johnson St.

Address Portland OR 97209

Date 08/31/2022 04:01:55 PM

Tel. No.
(503) 226-6111

Office, if any, Cell No.

Fax No.

e-mail
dhutzenbiler@mbjlaw.com**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by promising better working conditions if employees did not join or support a union.

Name of Employer's Agent/Representative who made the statement	Approximate date
(b) (6), (b) (7)(C)	08/03/2022
(b) (6), (b) (7)(C)	08/07/2022

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees.

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by making unilateral changes in terms and conditions of employment.

List Changes	Approximate date of change
Implemented mandatory overtime.	07/21/2022

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-302507

Date Filed

8/31/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Sephora		b. Tel. No. 206-569-3145
		c. Cell No. (b) (6), (b) (7)(C)
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 2020 Westlake Ave. Seattle WA, 98121	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail
		h. Number of workers employed 14
i. Type of Establishment (factory, mine, wholesaler, etc.) Cosmetics Retailer	j. Identify principal product or service Cosmetics, Esthetic Services	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

August 25th, 2022: (b) (6), (b) (7)(C) pulled (b) (6), (b) (7)(C) into the managers office to speak to employee about coworkers complaining about wages after (b) (6), (b) (7)(C) was transparent about wages to fellow co-workers. Claiming there is a formula based on experience to determine how employees (b) (6), (b) (7)(C) explicitly asked (b) (6), (b) (7)(C) to keep (b) (6), (b) (7)(C) wages to (b) (6), (b) (7)(C) At the same time sharing that there is no policy against sharing wages. This is unlawful under The NLRA. All conversations were informal, complainant believes this was purposful. In attempts to quell collective bagaining a right granted to employees.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

(b) (6), (b) (7)(C)

4c. Cell No.

(b) (6), (b) (7)(C)

4d. Fax No.

4e. e-mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-mail

(b) (6), (b) (7)(C)

Address (b) (6), (b) (7)(C)

Date 08/29/22

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 19-CB-300711	Date Filed 8/3/2022

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Longshoreman's & Warehouse Union Local 19		b. Union Representative to contact (b) (6), (b) (7)(C) Title: (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 3440 E Marginal Way S. WA Seattle 98134		d. Tel. No. (206) 623-7461	e. Cell No.
		f. Fax No. (206) 623-8136	g. e-Mail [REDACTED]@ilwulocal19.org
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) (1)(A),(3) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) --See additional page--			
3. Name of Employer Pacific Maritime Association		4a. Tel. No. (206) 352-3746	b. Cell No.
		c. Fax No. (206) 298-3434	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 301 W. Republican st. WA Seattle 98119		6. Employer representative to contact	
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product or service	9. Number of workers employed	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
		c. Fax No.	d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)			
12. DECLARATION I, (b) (6), (b) (7)(C) have read the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C) (signature of representative or person making charge) (Print/type name and title or office, if any) (b) (6), (b) (7)(C) Address _____ (date) 08/03/2022 11:48:55 AM		Tel. No. (b) (6), (b) (7)(C) Cell No. Fax No. e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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Basis of the Charge

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by threatening to retaliate against employees if they did not join or support the union.

Name of the Union Agent/Representative who made the threat	Date the threats were made
(b) (6), (b) (7)(C)	08/03/2022

8(b)(3)

Within the previous six months, the above-named labor organization has failed and refused to bargain in good faith with the employer.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CB-300730	8/2/2022

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name OPEIU Local 8		b. Union Representative to contact (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 2900 Eastlake Ave. E, Ste. 220 Seattle, WA 98102		d. Tel. No. n/a	e. Cell No. (b) (6), (b) (7)(C)
		f. Fax No. (206) 441-0207	
		g. e-mail (b) (6), (b) (7)(C)@opeiu8.org	
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six months, the above-referenced Labor Organization violated the Act when it failed to respond to an inquiry dated (b) (6), (b) (7)(C) 2022 by the Charging Party seeking information relating to grievances filed by two of its members.			
3. Name of Employer Pacific Northwest Regional Council of Carpenters		4a. Tel. No. (253) 945-8811	b. Cell No. n/a
		c. Fax No. n/a	
		d. e-mail jim.gleason@carpenters.org	
5. Location of plant involved (street, city, state and ZIP code) Pacific Northwest Regional Council of Carpenters 25120 Pacific Hwy. S, Kent, WA 98032		6. Employer representative to contact Jim Gleason	
7. Type of establishment (factory, mine, wholesaler, etc.) Labor Union	8. Identify principal product or service Collective Bargaining	9. Number of workers employed 82	
10. Full name of party filing charge Desmond C. Lee / Marcelle A. Obeid			
11. Address of party filing charge (street, city, state and ZIP code) 533 S. Fremont Ave., 9th Floor, Los Angeles, CA 90071		11a. Tel. No. (213) 488-4100	b. Cell No. n/a
		c. Fax No. (213) 488-4180	
		d. e-mail Dlee@shanleyapc.com / Mobeid@shanleyapc.com	
12. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. Desmond C. Lee, Esq. (signature of representative or person making charge) (Print/type name and title or office, if any)		Tel. No. (213) 488-4100	
		Cell No. n/a	
		Fax No. (213) 488-4180	
Address 533 S. Fremont Ave., 9th Floor, Los Angeles, CA 90071		e-mail Dlee@shanleyapc.com / Mobeid@shanleyapc.com	
Date Aug 2, 2022			

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 19-CB-301409	Date Filed 8/15/2022

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name Laborers 242 (LIUNA)	b. Union Representative to contact (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 22323 Pacific Highway S, Des Moines, WA 98198	d. Tel. No. (206) 441-0470	e. Cell No.
	f. Fax No. (206) 728-8756	g. e-Mail
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past 6 months, the Union has violated its duty of fair representation to **(b) (6), (b) (7)(C)** by failing to dispatch **(b) (6), (b) (7)(C)** fairly, because it has **(b) (6), (b) (7)(C)** confused with **(b) (6), (b) (7)(C)**.

3. Name of Employer Reign City Services	4a. Tel. No. 206-979-7911	b. Cell No.
	c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) Seattle, WA	6. Employer representative to contact	
7. Type of establishment (factory, mine, wholesaler, etc.) construction	8. Identify principal product or service construction	9. Number of workers employed
10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No. (b) (6), (b) (7)(C)
	c. Fax No.	d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)		

I declare that the statements herein are true to the best of my knowledge and belief. By (b) (6), (b) (7)(C) (signature) (b) (6), (b) (7)(C) making charge (Print/type name and title or office, if any) (b) (6), (b) (7)(C) Address _____ (date) 8-15-22	Tel. No. (b) (6), (b) (7)(C)
	Cell No. (b) (6), (b) (7)(C)
	Fax No.
	e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		19-CB-301625	8/18/2022
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Operating Engineers Local 612		b. Union Representative to Contact (b) (6), (b) (7)(C)	
c. Address 1555 Fawcett Ave, Tacoma, WA 98402		d. Tel. No. (253)572-9612	e.e. Cell No.
		f. Fax No.	g. e-Mail
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b)(1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
<p>The Union has failed to place (b) (6), (b) (7)(C) on the "A list" for over two years despite having the required amount of hours. Since about June 2022, the above-named labor organization by (b) (6), (b) (7)(C) has refused to correct (b) (6), (b) (7)(C) list or provide any response as to why the Union has failed to place (b) (6), (b) (7)(C) on the "A list". Within the last six months, the Union has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by operating a hiring hall in a manner that was arbitrary, discriminatory or in bad faith.</p>			
3. Name of Employer Hos Brothers		4a. Tel. No. 425 481 5569	4b. Cell No. ?
		4c. Fax No. ?	4d. e-Mail ?
5. Location of Plant involved (street, city, state, and ZIP code) 7733 W Bostian Rd, Woodinville, WA 98072		6. Employer representative to contact ?	
7. Type of Establishment (factory, mine, wholesaler) Construction	8. Principal product or service Construction		9. Number of Workers employed 50
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No. NA	11d e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By (b) (6), (b) (7)(C)		Tel No.	
(signature or representative of person making charge)		(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
		Print/type name and title or office, if any	Cell No. (b) (6), (b) (7)(C)
Address: (b) (6), (b) (7)(C)		Date: 8/10/2022	Fax No. No
			e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 19-CB-301685	Date Filed 8/18/2022

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Teamsters Local #81		b. Union Representative to contact (b) (6), (b) (7)(C) Title: (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 1874 ne 162 ave OR portland 97230		d. Tel. No. (b) (6), (b) (7)(C)	e. Cell No.
		f. Fax No.	g. e-Mail
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) (1)(A) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) --See additional page--			
3. Name of Employer Tforce freight		4a. Tel. No. (503) 247-2460	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 1025 ne columbia blvd OR portland 97211			6. Employer representative to contact Fernando Reyas
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product or service	9. Number of workers employed	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No. (b) (6), (b) (7)(C)
		c. Fax No.	d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)			
12. DECLARATION I, (b) (6), (b) (7)(C) have read the above charge and that the statements are true to the best of my knowledge and belief.. (b) (6), (b) (7)(C) (s _____ of representative or person making charge) (Print/type name and title or office, if any) (b) (6), (b) (7)(C) Address _____ (date) 08/18/2022 04:48 PM			
		Tel. No. (b) (6), (b) (7)(C)	
		Cell No. (b) (6), (b) (7)(C)	
		Fax No.	
		e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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Basis of the Charge

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the Charging Party's grievance for arbitrary or discriminatory reasons or in bad faith.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 19-CB-301874	Date Filed 8/22/2022

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name OPEIU Local 8		b. Union Representative to contact (b) (6), (b) (7)(C) Title: (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) Office & Professional Employees International Union Local 8 2800 First Ave WA Seattle 98121-1114		d. Tel. No. (206) 441-8880	e. Cell No.
		f. Fax No.	g. e-Mail (b) (6), (b) (7)(C)@OPEIU8.org
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) (1)(A) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) --See additional page--			
3. Name of Employer Kaiser Permanente		4a. Tel. No. (206) 630-1330	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) Glacier 1200 SW 27th S WA Renton 98057		6. Employer representative to contact	
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product or service	9. Number of workers employed	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No. (b) (6), (b) (7)(C)
		c. Fax No.	d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)			
12. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (_____) representative or person making charge) (Print/type name and title or office, if any)		Tel. No. (b) (6), (b) (7)(C)	
		Cell No. (b) (6), (b) (7)(C)	
		Fax No.	
Address (b) (6), (b) (7)(C)		e-Mail (b) (6), (b) (7)(C)	
_____ (date) 08/21/2022 03:03:18 PM			

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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Basis of the Charge

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the Charging Party's grievance for arbitrary or discriminatory reasons or in bad faith.